

**AVTAL
2013****National Collective
Bargaining News****Swedish industry National Collective Agreements**

On April 11, 2013, IF Metall Bargaining Council and Executive Committee adopted the first seven preliminary national collective agreements signed April 2.

The total agreement value is 6.8 per cent over a period of three years from April 1, 2013 to March 31, 2016. Approximately 170 000 IF Metall members within the engineering industry, mines, steel plants, textile industry as well as the chemical industry are covered by these first national agreements.

The distribution of the 6.8 percentage varies between the different agreements:

Chemical industry

Real wage increase 6.2 per cent, distributed with 1.9 per cent for 2013, 2.0 per cent for 2014 and 2.3 per cent for 2015. The remaining value of 0.6 percent will be used for establishing an early part-time retirement fund.

Engineering industry

Real wage increase 6.2 per cent, distributed with 1.7 per cent for 2013 and for 2014 and 1.9 per cent for 2015 and an annual wage review. The value of the wage review is open the first agreement year, for 2014 the value is 0.4 per cent and for 2015 it is 0.5 per cent. The remaining value of 0.6 percent will be used for establishing an early part-time retirement fund.

Mining industry

Real wage increase 6.8 per cent, distributed with 2.1 per cent for 2013, 2.2 per cent for 2014 and 2.5 per cent for 2015.

Steel Industry

Real wage increase 5.3 per cent, distributed with 1.7 per cent for 2013 and 1.9 per cent for 2014 and 2015. The remaining 1.5 per cent will be used to create the individual working time account *Security and Flexibility* that will serve as a security for the employee and as a flexible working time for the employer during periods of specifically difficult economic situation. Each occasion will be negotiated between local trade union and employee.

Textile industry

The wages covered by this agreement has the lowest average wage and the real wage increase is estimated in crowns instead of per cent. The average wage increase is 483 crowns for 2013, 516 crowns for 2014 and 588 crowns for 2015. The real wage increase is equivalent to 6.75 per cent plus 0.6 per cent for the part-time early retirement fund.

Parental leave insurance

In addition to real wage increase, part-time early retirement system and security and flexibility system the national agreements contains a development of the additional parental insurance. The insurance will cover 10 per cent of the wage loss during parental leave and the period is increased from 5 to 6 months. This development is part of an agreement covering all blue-collar workers union within the trade union confederation, LO, and is estimated to be the biggest development of eliminating the differences between female and male wages during many years.

The national agreement value of 6.8 per cent for the industry also serves as a mark for the rest of the Swedish labour market and the national negotiations to follow during 2013.

IF Metall have 43 national collective agreements, and with these first 7 agreements signed, 36 agreements remains to be negotiated and signed during the national bargaining round, ending in November 2013.